



us YOU

LET'S WORK TOGETHER



MAKE A POSITIVE IMPACT

**WE'RE AN INDUSTRY
SUPER FUND DRIVEN
BY LONG-TERM TOP
PERFORMANCE. WE
HELP EVERYDAY AUSSIES
BUILD A MORE SECURE
FINANCIAL FUTURE.**

Like the best teams, we're always on the hunt for top talent. That's where you come in. We're looking for passionate, driven individuals like yourself who want to make a positive impact.

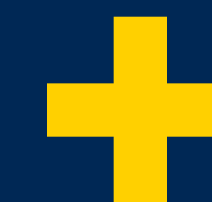
SO, WHAT CAN WE OFFER?

- + Be part of a well-known brand
- + Have access to a range of employee benefits
- + Help everyday Aussies grow their super

**US, PLUS YOU?
NOW THAT'S
A WINNING
COMBINATION.**



ACKNOWLEDGEMENT OF COUNTRY



As a national superannuation fund with offices in every state and territory around Australia, we recognise the Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the lands on which we live and work, who have maintained and protected these lands and seas for thousands of years. We pay our respects to Elders, past, present and emerging, and we extend this acknowledgement to all Aboriginal and Torres Strait Islander peoples today.

The artwork featured here was designed by artist Shane Cook, a proud Wullli Wullli and Koa (Guwa) descendant from Queensland. The artwork symbolises Hostplus' commitment to working in collaboration with First Nations communities to drive meaningful change.

Shane Cook

Wullli Wullli and Koa (Guwa) Artist

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WHERE IT ALL BEGAN

Founded by the Australian Hotels Association and the United Workers Union in 1988, we're now one of the largest super funds in Australia.¹

Our member-first ethos has seen us grow to a size that allows us to invest in and deliver new and innovative products and services, while keeping our admin fee low.²

We're driven to make a positive impact on the financial future of our members.



POSITIVELY PASSIONATE

It's our people who make the real difference. Their success allows us to offer the very best for our members. Which is why we invest so much in our team.

WHAT WE LIVE AND BREATHE

MISSION + VALUES

OUR WHY

At Hostplus, we're driven by a genuine desire to help our members reach their retirement goals. We bring our best every day to realise a better tomorrow for all Australians as we invest in innovating ideas that shape the future. This is at the core of what we do. **This is our why.**

VISION

To be the lifetime fund of choice for all Australians, empowering every member to retire with dignity, confidence and opportunity.

VALUES

Our members always come first. That's why keeping their best financial interests at heart is at the core of our values. It contributes to making Hostplus a fantastic place to work each day.



WE CARE

Be passionate about our members and the future of Hostplus



BETTER TOGETHER

Harness the power of a united team



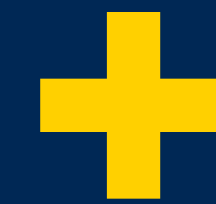
KEEP IT REAL

Do the right thing



GO FOR IT

Be ambitious and solution-focused



BE PROUD

Make a difference

A WHOLE LOT OF PLUSES

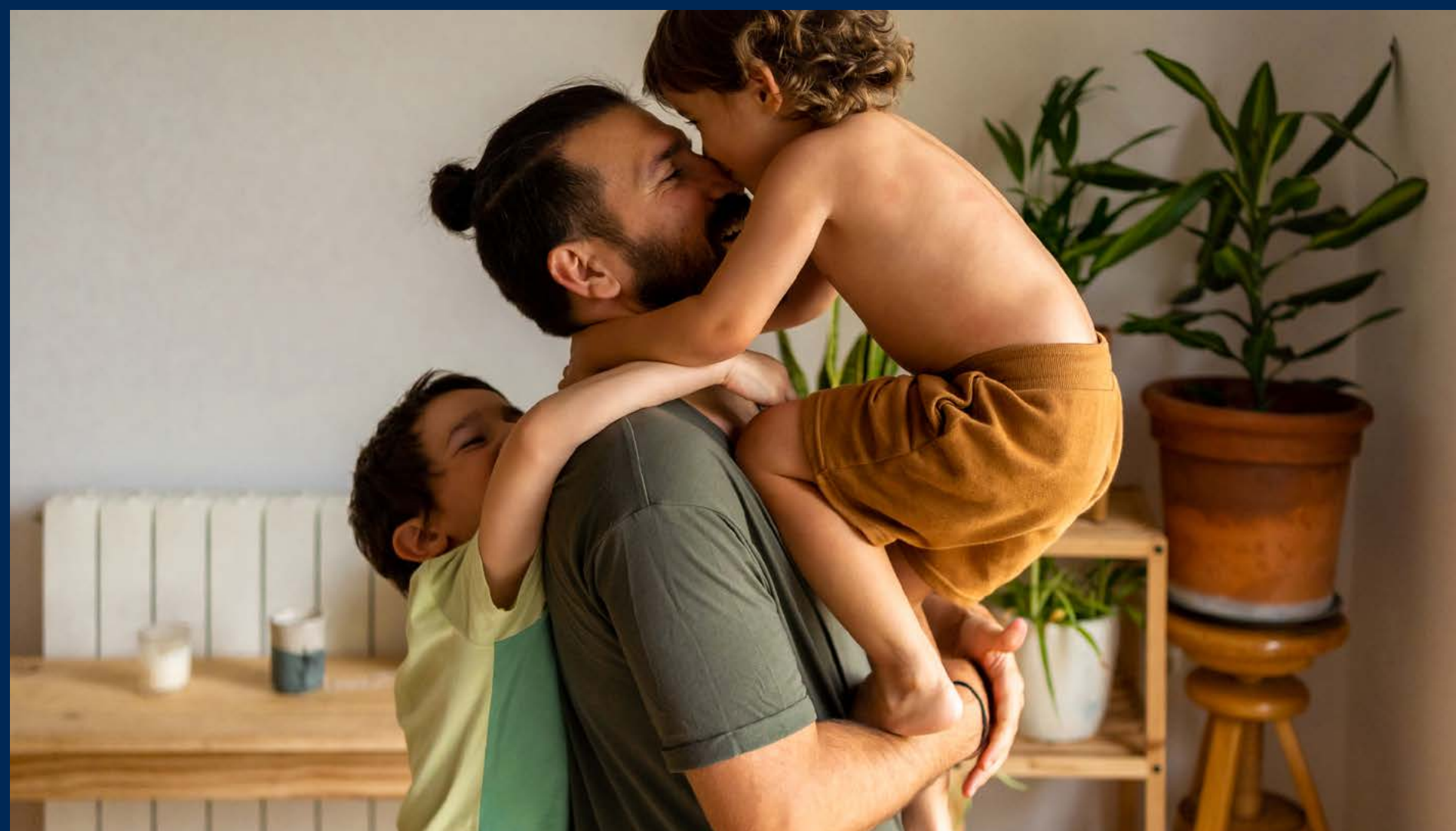


OUR TEAM GETS 15% SUPER, 3% HIGHER THAN NORMAL

It could be the Bahamas. It could be a banana lounge at home. Whatever your dream retirement looks like, we want to help our people get there. Which is why we add an extra 3% to your super contributions, along with the following benefits.

- +** Income protection insurance to support you with financial peace of mind
- +** Annual salary increases in line with our Enterprise Agreement
- +** 50% off any advice fees from a Hostplus financial planner up to \$500
- +** Access to a novated lease program

WORK HARD



BENEFITS

PLAY HARD

+ EXTRA LEAVE BETWEEN CHRISTMAS AND NEW YEAR WITHOUT USING ANNUAL LEAVE.

Whether it's getting together with friends and family, or getting far, far away from it all, we want you to take some well-deserved rest to say thank you for your hard work during the year.

We have a broad range of other leave benefits for you to help find the right blend between work and life. We offer:

- + 12 days of paid personal leave each year. Plus, it accumulates at the completion of each year if unused
- + 5 days of flex leave a year to use however it suits you – from time off to watch your little one compete in their school sports carnival or a break for personal wellbeing
- + Expecting? 18 weeks of paid leave for new or expecting parents and 4 weeks for secondary carer's leave
- + 3 days of paid community service leave a year so you can make a positive impact
- + Long service leave after 5 years of continuous service
- + 4 weeks of paid leave for gender affirmation procedures
- + 20 days of paid family violence leave
- + Paid time off to donate blood

EVEN MORE PLUSES

BENEFITS



DEVELOPMENT OPPORTUNITIES

Shadowing Program opportunities are available for team members to expand their skill set or explore other areas of interest throughout Hostplus.



TOTAL WELLNESS

Hostplus' Total Wellness Strategy aims to support every aspect of your health, including mental, physical, financial, professional, cultural and social wellbeing.



REWARD AND RECOGNITION PROGRAM

Outstanding achievements deserve a shoutout. Our A+ Program rewards team members who go above and beyond.



DRESS FOR YOU

'Dress for your day' is all about dressing for what's in your calendar.



TOP OF YOUR GAME

BENEFITS

WE'RE ALL ABOUT THE UPSKILL. WHICH IS WHY WE OFFER A PROFESSIONAL DEVELOPMENT ALLOWANCE OF \$1,500.



Our annual staff conferences promote teamwork and professional growth, with all travel and accommodation expenses covered.



Mentoring programs link you with seasoned business leaders to build positive working relationships and personal growth.



Looking to upskill? We want to support your goals. That's why we offer paid study leave for approved courses of study.



A Professional Year program is available for advice professionals seeking to complete formal qualifications.



You'll also gain access to industry memberships, conferences and seminars to support your development.

A WORLD OF CARE

We take wellbeing seriously. That's why we created a holistic Total Wellness Strategy. It's a program we're rolling out over the next three years that puts everything from the mental to the financial health of our team front and centre.



You never know when you or someone in your family might need help.

BUT THANKS TO METLIFE 360HEALTH, YOU HAVE ACCESS TO WORLD-LEADING EXPERT MEDICAL CARE.

THIS INCLUDES:

- + Medical opinions from global experts and specialist doctors
- + An in-depth mental health review and report
- + A dietician to develop your personalised nutrition plan
- + An exercise physiologist to help with fitness or recovery
- + Consultations with a registered nurse, offering expert advice and support to manage menopause symptoms



PEOPLE + CULTURE

DIVERSITY PLUS INCLUSION

WE'RE COMMITTED TO CREATING AND SUSTAINING AN INCLUSIVE AND EQUITABLE PLACE TO WORK. DIVERSE BACKGROUNDS, PERSPECTIVES AND LIFE EXPERIENCES HELP US:

- + Provide positive work experiences for everyone
- + Build stronger connections with our members and partners
- + Innovate and make better, more empathetic business decisions



LET'S GET SOCIAL



We love our work, AND we like to have a bit of fun too. Bringing our team together through engaging, relaxed and fun events builds friendships and celebrates our achievements.



Plus, they're a great opportunity to raise awareness for important causes and to help support our communities.



PEOPLE + CULTURE



OUR RECONCILIATION PLAN

WE'RE CONSCIOUS OF THE SOCIAL AND ECONOMIC CHALLENGES FACED BY ABORIGINAL AND TORRES STRAIT ISLANDERS. OUR RECONCILIATION ACTION PLAN (RAP) IS OUR WAY OF RAISING AWARENESS OF THESE ISSUES.



The RAP outlines actions aimed to help close the gap between Indigenous and non-Indigenous Australians, with a focus on building better super outcomes.

SO, DO YOU WANT TO BE PART
OF AN AWARD-WINNING TEAM
THAT AIMS TO MAKE A DIFFERENCE
FOR HARD-WORKING AUSSIES?
JOIN US AT HOSTPLUS.

+ Visit hostplus.com.au/careers
or connect with us at talent@hostplus.com.au

US
YOU

A FINAL WORD FROM OUR CEO

FINAL WORDS

As employees of Hostplus, we're all in a privileged position to support the financial wellbeing of our members in their retirement.

I'm proud to have been CEO at Hostplus since 2003. Over that time, the fund has grown into one of the largest super funds in Australia.¹

Our membership is diverse and while our origins lie in the hospitality, tourism, recreation and sports sectors, we're now widely recognised as a lifetime fund of choice for all Australians. Our aim is to deliver retirement income security to our members.

As an integral part of the Hostplus team, you can be proud you're helping our members realise a better tomorrow. Investing in our people is one of our key strategic objectives. We believe that by recognising the successes of our employees, we're empowering our people to be the best they can be. We're a diverse and inclusive team where our people can feel safe to be themselves.

Our shared vision and values allow us to work 'better together' and towards the same goals, as described earlier in this handbook.

They recognise and inspire the positive characteristics that make Hostplus an incredible place to work.

We have a lot to be proud of at Hostplus.



- David Elia



DAVID ELIA
Chief Executive Officer





THAT'S A PLUS+

1. Source: KPMG Super Insights Report - <https://assets.kpmg.com/content/dam/kpmg/au/pdf/2023/super-insights-2023-report.pdf> ©2023 KPMG, an Australian partnership and a member firm of the KPMG global organisation of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.
2. Other fees and costs apply. Refer to the relevant PDS available at hostplus.com.au for more information.
3. Hostplus employee benefits are subject to applicable terms and conditions.

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